

STATE OF KANSAS



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February 19, 2018

The Honorable Les Mason, Chairperson
House Committee on Commerce, Labor and Economic Development
Statehouse, Room 521-E
Topeka, Kansas 66612

Dear Representative Mason:

SUBJECT: Fiscal Note for HB 2711 by Representative Whipple

In accordance with KSA 75-3715a, the following fiscal note concerning HB 2711 is respectfully submitted to your committee.

HB 2711 would prohibit a state agency from firing or discriminating or retaliating against a state employee who advocates in or outside the workplace against pay discrimination based on gender for equivalent work. State agencies must advise all applicants for employment in writing the range of pay for the position and all factors considered by the state agency in determining salary level awarded to successful applicants. The bill would define "state agency" to mean any executive, legislative or judicial state office, officer, department, board, commission, institution, bureau, agency or authority.

The Kansas Human Rights Commission indicates that the bill does not add any new duties for the agency that are not already included in the Kansas Act Against Discrimination and would not have a fiscal effect on the Commission. State employees who feel they have been discharged, discriminated against, or otherwise retaliated against for advocating for equal pay for equal work based on gender can already file complaints with the Kansas Human Rights Commission.

The Department of Administration Office of Personnel Services indicates the written advice to applications would require the development of standardized language for all job vacancies, advertisements and other communications regarding opportunities for state employment. While this would result in additional staff time, the Department estimates the fiscal effect would be negligible and could be absorbed within existing resources. The Department notes that some agencies could incur costs from redesigning printed advertising or promotional materials; however, the fiscal effect from these costs is unknown.

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According to Legislative Administrative Services, the bill is not estimated to have a fiscal effect on the operations of the Legislature. The Office of Judicial Administration estimates the fiscal effect on the Judicial Branch would be negligible.

Sincerely,

A handwritten signature in cursive script, appearing to read "L. Campbell".

Larry L. Campbell
Chief Budget Officer

cc: Colleen Becker, Department of Administration
Ashley Michaelis, Judiciary
Kelly Oliver, Board of Regents
Karen Clowers, Legislative Services
Ruth Glover, Human Rights Commission